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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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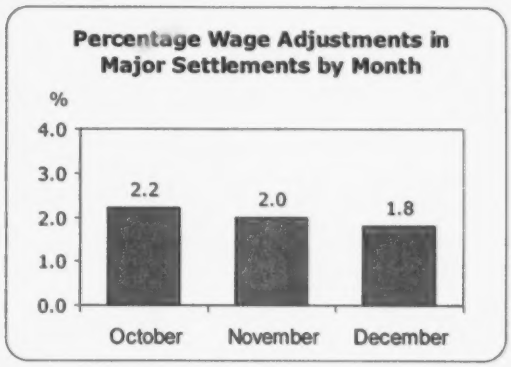
Wage Settlements

Covering 500 or More Employees

December 2009



Major collective bargaining settlements in December 2009 provided base-rate wage adjustments averaging 1.8% annually over the contract term (compared to 2.0% the previous month). The results are based on a review of 12 settlements and cover 20,590 employees. This represents only 3.9% of the total number of major settlements in 2009 and 2.6% of the total employee coverage for the year.

When the parties to these settlements previously negotiated, contract duration averaged 46.9 months and the resulting wage adjustments averaged 2.6%, compared to the 1.8% in their current round of settlements and average contract duration of 56.9 months.

In December 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.3%. The results are based on a review of 5 settlements and cover 7,280 employees. Key settlements included the Société des alcools du Québec (Quebec Liquor Corporation) providing 4,900 retail employees with a wage adjustment of 2.0% over 96 months; the Canadian Food Inspection Agency provided 510 public sector employees with a wage adjustment averaging 1.7%.

Canada

In the private sector, wage adjustments averaged 1.6%. The private-sector results are based on a review of 7 settlements and cover 13,310 employees; Bell Canada provided 7,620 employees with a wage adjustment averaging 2.0% over a 4-year period. Jazz Air Limited Partnership provided 950 customer service employees with a wage adjustment of 1.7%.

Wage adjustments ranged from a wage freeze at Finning Canada to a high of 7.1% with the City of Québec (includes a salary restructuring to meet provincial labour standards); 64.7% of employees received wage increases in the 2.0 to 2.9% range. Only the City of Québec adjustment was above that range (2.5% of employees) while 29.6% of employees received increases below 2.0% (excluding the wage freeze at Finning Canada which accounted for 3.2% of employees).

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

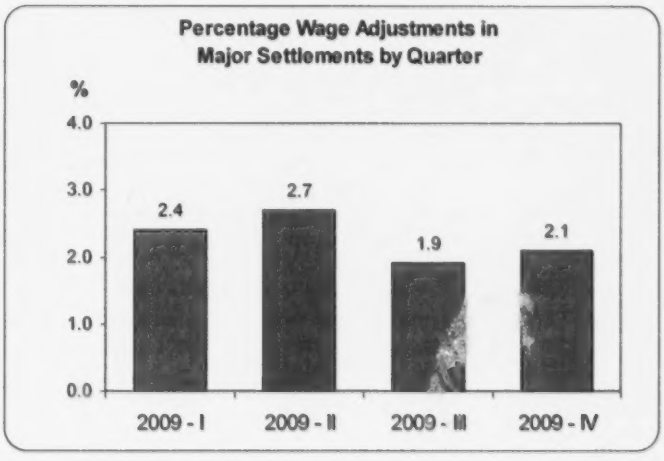
Average Annual Percentage Wage Adjustments by Month

	2009		
	October	**November**	**December**
Sectors			
Public Sector	2.2	2.4	2.3
Private Sector	2.0	1.3	1.6
All Industries/Jurisdictions			
Average Annual Adjustment	2.2	2.0	1.8
Non-COLA	2.2	2.0	1.8
COLA	2.0	1.3	-
First-Year Adjustment	2.3	2.0	1.8
Non-COLA	2.3	2.1	1.8
COLA	1.9	1.1	-
Industries			
Utilities	2.4	2.4	-
Construction	2.4	2.5	-
Manufacturing	1.7	0.8	1.0
Wholesale and Retail Trade	2.5	1.4	1.8
Transportation	2.1	2.8	1.7
Information and Culture	1.3	2.0	2.0

	2009		
	October	November	December
Finance and Professional Services	2.8	-	-
Education, Health and Social Services	2.3	2.5	1.5
Public Administration	2.2	-	4.4
Jurisdictions			
Nova Scotia	2.2	2.5	-
Quebec	3.2	0.9	1.9
Ontario	2.0	1.8	1.0
Manitoba	2.4	2.4	2.2
Alberta	4.7	-	1.5
British Columbia	-	3.0	-
Multiprovince	-	-	0.0
Public Service Labour Relations Act	1.7	-	1.7
Canada Labour Code, Part I	1.9	2.8	1.9
Federal Jurisdiction	1.8	2.8	1.9

Fourth Quarter 2009

Major collective bargaining settlements reached in the 2009 fourth quarter provided base-rate wage adjustments averaging 2.1% annually over the contract term, up from the 1.9% average recorded in the previous quarter. The results for the 2009 fourth quarter are based on a review of 52 major settlements reached and cover 117,810 employees. This represents only 17% of the total number of major settlements in 2009 and 15% of the total employee coverage for the year.



When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 2.6% higher than in their current settlements. Contract duration in the 2009 fourth quarter averaged 42.3 months, compared to 40.8 months in the previous round of settlements.

The majority of employees covered in the fourth quarter settlements (68.9%) were in the public sector. Wage adjustments in the public sector averaged 2.3% for 81,130 employees in 30 agreements. In the private sector wage adjustments averaged 1.5% for 36,680 employees in 22 agreements. There were 2 key agreements this quarter: in the public sector, the Ontario Hospital Association provided 20,130 health professionals with a wage adjustment averaging 2.0%; and in the private sector, Metro Inc. provided 10,000 grocery retail employees in Ontario with a wage adjustment averaging 1.4%.

On a jurisdiction basis, Alberta posted the largest average wage gain in the fourth quarter at 4.2%, and the lowest was a wage freeze for a single multiprovince agreement (Finning Canada). The largest concentration of employees (43.1% of all employees) was in Ontario where wage increases averaged 1.9% (largely influenced by the Ontario Hospital Association agreement providing an adjustment of 2.0%).

On an industry basis, average wage adjustments in the 2009 fourth quarter ranged from a high of 2.8% in the finance and professional services sector (a single agreement, Services d'entretien Empro), to a low of 1.1% in the manufacturing sector. The largest concentration of employees was in the education, health and social services sector where 12 agreements provided 41,800 employees (35.5% of total employee coverage) with wage adjustments averaging 2.4%. The second largest concentration of employees was in the retail sector with 6 agreements providing 19,010 employees (16.1% of the total employee coverage) with wage adjustments averaging 1.6% (includes the Metro Inc. agreement mentioned above).

Wage adjustments in the fourth quarter settlements ranged from a wage freeze for 650 service and maintenance employees at Finning Canada to 7.1% for 520 parks and recreation employees with the City of Québec (includes a salary restructuring to meet provincial labour standards). The largest concentration of employees (50.9%) received increases in the 2.0% to 2.9% range. Approximately 40.4% of employees received adjustments below 2.0% (including one wage freeze), and 8.7% received an increase of 3.0% or above.

Average Annual Percentage Wage Adjustments by Quarter

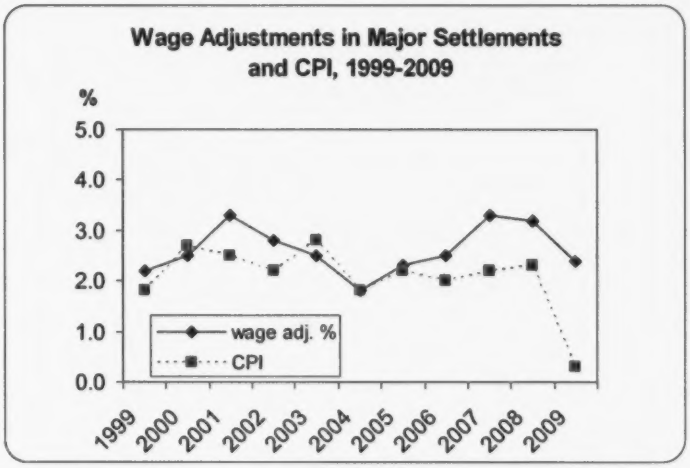
	2009			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.4	2.8	2.2	2.3
Private Sector	2.8	1.9	1.6	1.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.4	2.7	1.9	2.1
Non-COLA	2.4	2.7	2.0	2.1
COLA	3.0	2.9	0.8	1.8

	2009			
	1st	2nd	3rd	4th
First-Year Adjustment	2.9	2.6	1.8	2.1
Non-COLA	2.9	2.6	1.9	2.1
COLA	3.0	2.4	0.0	1.7
Industries				
Primary Industries	2.5	-	-	-
Utilities	4.1	3.0	3.0	2.4
Construction	-	3.7	4.2	2.5
Manufacturing	2.9	1.8	1.2	1.1
Wholesale and Retail Trade	1.9	2.0	1.9	1.6
Transportation	1.9	1.7	0.3	2.1
Information and Culture	1.9	2.2	2.7	1.9
Finance and Professional Services	1.6	2.8	2.9	2.8
Education, Health and Social Services	3.6	2.9	2.7	2.4
Entertainment and Hospitality	2.5	1.5	1.9	-
Public Administration	1.9	2.4	2.0	2.3
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	-	-
Prince Edward Island	3.6	-	-	-
Nova Scotia	3.0	-	3.4	2.3
New Brunswick	-	-	6.0	-
Quebec	1.7	2.8	-	2.1
Ontario	2.5	2.5	2.2	1.9
Manitoba	2.8	3.2	-	2.4
Saskatchewan	5.3	-	4.8	-
Alberta	4.5	4.5	4.5	4.2
British Columbia	-	2.8	2.9	3.0
Territories	-	2.4	-	-

	2009			
	1st	2nd	3rd	4th
Multiprovince	-	-	3.0	0.0
Public Service Labour Relations Act	1.7	1.7	1.7	1.7
Canada Labour Code, Part I	1.9	1.3	0.3	2.0
Federal Jurisdiction	1.8	1.6	0.8	1.8

Major Settlements in 2009

In 2009, major collective bargaining settlements (over 500 employees) provided base-rate wage adjustments averaging 2.4% annually over the contract term. After a few years of gradually increasing wage adjustments (from 1.8% in 2004, peaking at 3.3% in 2007 and then dropping back fractionally to 3.2% in 2008), average annual wage adjustments fell back to 2.4% this year. However, the increase in wage adjustments in 2009 was still higher than the rate of (CPI) inflation in 2009, at 0.3%.

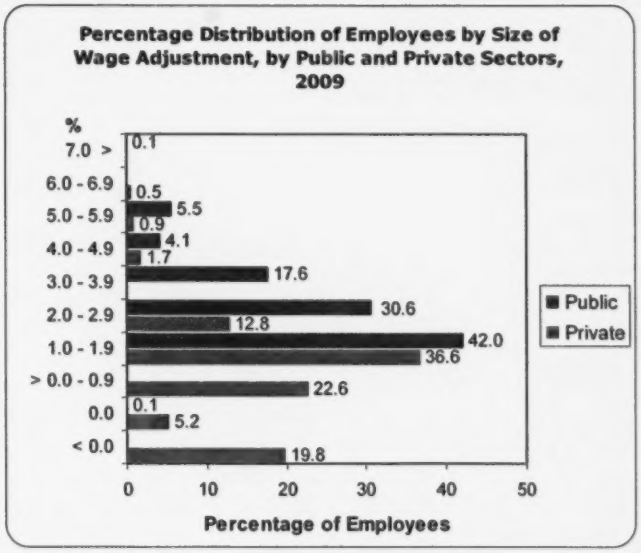


Wage adjustments from the 2009 settlements were lower than those in the contracts they replaced (predecessor contracts). The results for 2009 are based on 304 agreements covering 783,500 employees. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7%, compared to the 2.4% in the 2009 settlements. Predecessor contract durations averaged 42.7 months compared to the 41.4 months in the current 2009 settlements.

The relatively moderate figure for 2009 was largely influenced by lower wage adjustments in federal public sector agreements (214,940 employees at 1.7%) and 3 Air Canada agreements (22,530 employees), subject to a wage freeze. The City of Toronto reached 5 agreements with 28,800 employees with wage increases averaging 2.0%. The Government of Ontario settled with 33,790 public servants for an average annual wage adjustment of 1.9%.

On the other hand, the Government of Newfoundland and Labrador provided 28,500 employees with a wage adjustment averaging 5.0% in 11 major agreements. Wage settlements in the province of Alberta also recorded relatively large average increases of 4.5% for 32,000 employees.

There were no wage rollbacks in major settlements in 2009. The proportion of employees subject to a wage freeze was 3.4% (26,780 employees in 8 agreements). There were 6 settlements in the 0.1 to 0.9% range covering 0.9% of employees in 2009. Approximately 38.7% of employees (303,320) received increases in the 1.0 to 1.9% range; 31.6% (247,450 employees) received increases in the 2.0 to 2.9% range; 16.8% (131,690 employees) received increases in the 3.0 to 3.9% range and 8.6% (67,440 employees) received increases averaging 4.0% and over.



Wage adjustments in the private sector averaged 1.8% in 2009, compared to 2.5% in the public sector. The majority of agreements settled (71.4%) and employees covered (83.2%) were in the public sector. The public sector figure resulted from 217 major agreements covering 651,910 employees. In the private sector, there were 87 major settlements involving 131,590 employees.

Public-sector wage adjustments were lowest in the federal jurisdiction (1.7% for 214,940 employees). The strongest gains were in Newfoundland and Labrador (5.0% for 28,500 employees), Saskatchewan (5.0% for 1,860 employees) and Alberta (4.6% for 26,770 employees). Wage adjustments in the Quebec public sector averaged 2.5% (21,270 employees) and in the Ontario public sector, 2.4% (280,020 employees). Within the public sector, local administration agreements recorded an average increase of 2.8%, provincial administration agreements averaged 2.3% and the lowest average adjustment was recorded in the federal administration at 1.7%. The Crown corporations and utilities agreements recorded average wage adjustments of 2.2%.

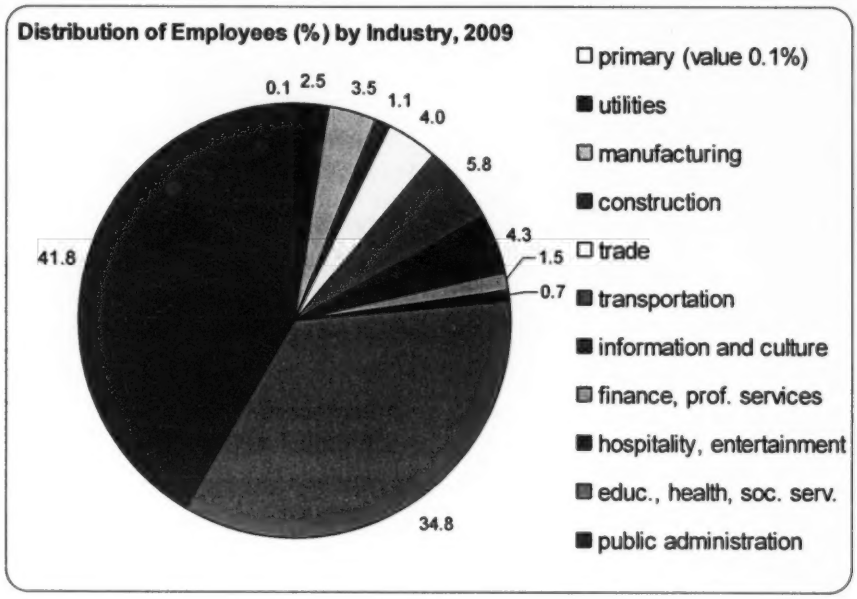
Private-sector adjustments were highest in New Brunswick at 6.0% (for 2,700 employees), followed by Alberta at 4.1% (for 5,230 employees). The lowest average adjustment was in the federal jurisdiction at 1.1% (46,240 employees, many of which were Air Canada employees with a wage freeze). Wage adjustments in the Quebec private sector averaged 1.7% (12,100 employees), the Ontario private sector averaged 1.8% (39,440 employees), Manitoba, 2.3% (4,850 employees), British Columbia, 2.7% (5,440 employees) and Nova Scotia, 2.9% (4,700 employees).

On a jurisdiction basis (public and private sectors combined), the smallest average adjustment was recorded in the federal jurisdiction at 1.6% (261,180 employees) and the largest average was in New Brunswick (2,700 employees) at 6.0% followed by Newfoundland and Labrador (28,500 employees) and Saskatchewan (1,860 employees), both at 5.0%.

On an industry basis, the largest concentration of employees was in the public administration sector (with 41.8% of all employees in the 2009 major settlements). In this sector, 327,530 employees in 64 agreements received increases of 2.1%. The second largest concentration of employees (34.8% of all workers) was in the education, health and social services sector, with 272,310 employees in 128 agreements receiving increases of 3.0%. These two sectors combined accounted for over three-quarters (76.6%) of the total employee coverage of major settlements in 2009. The relatively high average in the education, health and social services was due in part to a large number of Ontario education sector settlements at 3.0% or more, various university agreements in Quebec, Ontario and Saskatchewan, and several Newfoundland and Labrador collective agreements with wage adjustments averaging 5.0%.

The largest average wage increase was reported in the construction sector at 3.7% (9 agreements covering 8,760 employees). The smallest adjustment was in the transportation sector at 1.1% (20 agreements covering 45,380 employees); this sector included Air Canada (wage freeze for 22,530 employees) and Greyhound Canada Transport Corp. (wage freeze for 950 employees).

Average wage adjustments were down in all industry sectors except three: the utilities sector averaged 3.0% in 2009, up from 2.3% in 2008, manufacturing averaged 1.6%, up from 1.1%, and the entertainment and hospitality sector averaged 2.0% in 2009, up from 1.9%. (*Note that there is a different mix of collective agreements in 2009 and 2008.)*



Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.2	2.5	1.8
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.2	2.4
Non-COLA	2.5	3.3	3.4	2.4
COLA	2.6	3.4	1.7	2.3
First-Year Adjustment	2.4	3.9	3.6	2.5
Non-COLA	2.4	3.9	3.8	2.6
COLA	2.6	3.5	1.9	1.9

	2006	2007	2008	2009
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.3	3.0
Construction	3.7	3.4	5.4	3.7
Manufacturing	2.3	2.5	1.1	1.6
Wholesale and Retail Trade	1.2	2.4	2.8	1.7
Transportation	2.1	2.7	3.1	1.1
Information and Culture	2.5	3.0	2.0	2.0
Finance and Professional Services	2.8	3.6	2.8	2.6
Education, Health and Social Services	2.6	3.5	3.8	3.0
Entertainment and Hospitality	2.9	3.3	1.9	2.0
Public Administration	2.8	3.4	2.8	2.1
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.0	4.1	2.9
New Brunswick	3.0	2.5	3.7	6.0
Quebec	2.1	3.2	2.3	2.2
Ontario	2.5	3.1	2.6	2.4
Manitoba	2.6	3.0	3.4	2.8
Saskatchewan	2.1	4.1	5.1	5.0
Alberta	3.4	4.9	4.8	4.5
British Columbia	2.5	3.0	2.7	2.8
Territories	3.0	3.0	4.4	2.4
Multiprovince	3.6	3.6	-	2.3
Public Service Labour Relations Act	2.7	2.8	3.0	1.7
Canada Labour Code, Part I	2.0	2.7	2.9	1.2
Federal Jurisdiction	2.3	2.8	2.9	1.6

***Note**: Data for 2009 cover the months of January through December.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4

***Note**: Data for 2009 cover the months of January through December.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 254KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in December 2009

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
Associated Clothing Manufacturers of the Province of Quebec, Inc. Montréal, Quebec UNITE HERE Canada (AFL-CIO/CLC) production employees	1,500	0.9	48.0	Nov 30, 2013
MOLSON Coors CANADA Toronto, Ontario Canadian Union of Brewery and General Workers, Local 325 (CLC) plant and maintenance employees	630	1.0	84.0	Dec 31, 2016
Rio Tinto Alcan Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production and maintenance employees	710	1.1	24.0	Dec 31, 2011
Rio Tinto Alcan Jonquière, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees; trade employees	1,250	1.1	24.0	Dec 31, 2011
4 agreements	**4,090**	**1.0**	**42.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Finning (Canada), division of Finning International Inc. province-wide, British Columbia; and territory-wide, Yukon Territory International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) service and maintenance employees; warehouse employees	650	0.0	24.0	Apr 14, 2011
Manitoba Liquor Control Commission province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) administrative services employees; retail employees; warehouse employees	810	2.2	47.8	Mar 24, 2013
Société des alcools du Québec province-wide, Quebec Syndicat des employé(e)s de magasins et de bureaux de la S.A.Q. (Independent-natl.) office employees; retail employees	4,900	2.0	96.0	Mar 31, 2017
3 agreements	**6,360**	**1.8**	**82.5**	
Transportation				
Jazz Air Limited Partnership system-wide, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) customer service employees	950	1.7	42.4	Jan 13, 2013
1 agreement	**950**	**1.7**	**42.4**	
Information and Culture				
Bell Canada province-wide, Ontario; and province-wide, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) office employees	7,620	2.0	48.0	May 31, 2013
1 agreement	**7,620**	**2.0**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Mount Royal University Calgary, Alberta Mount Royal Support Staff Association (Independent-local) office employees; technical employees	540	1.5	36.0	Jun 30, 2012
1 agreement	**540**	**1.5**	**36.0**	
Public Administration				
Canadian Food Inspection Agency Canada-wide, Multiprovince Professional Institute of the Public Service of Canada (Independent-natl.) veterinarians	510	1.7	49.0	Oct 30, 2011
City of Québec Québec, Quebec Fédération indépendante des syndicats autonomes (Independent-natl.) recreational employees	520	7.1	48.0	Dec 31, 2010
2 agreements	**1,030**	**4.4**	**48.5**	
Agreements with COLA - 0 agreement	**0**	**0.0**	**0.0**	
Agreements without COLA - 12 agreements	**20,590**	**1.8**	**56.9**	
All Agreements - 12 agreements	**20,590**	**1.8**	**56.9**	

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Government of Canada	ACFO	2,260	B	Nov 09
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU	4,500	B	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	ARB	Dec 07/Dec 08
Canadian Pacific Railway	IBEW/ Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	B	Dec 09
Groupe TVA Inc.	CUPE	1,000	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Jazz Air Limited Partnership	CFAU	780	B	Jun 09
NAV CANADA	CAW Canada	350	ARB	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Health Employers Association of British Columbia	Various unions	73,050	B/TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Government of British Columbia	BCGEU	29,000	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO	Mar 08/Mar 09
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	ARB/BaWS/ WS	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authority of Manitoba	MNU	11,000	B	Sep 09
College Compensation Appointments Council	OPSEU	8,600	MED	Aug 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09

Employer	Union	Employees	Status*	Expiry Month
Nova Scotia Association of Health Organizations	CAW Canada/ NSNU	6,570	B/TENT	Mar 09–Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
Government of Yukon	PSAC	3,200	B	Dec 09
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
Prince Edward Island Department of Health	IUOE/PEIUPSE	1,610	CO/ARB	Mar 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	ARB	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Yukon	YTA	690	ARB	Jun 09
Government of Nunavut	NTA	640	B	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	CO	Dec 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Nothing to report.			

Employer	Union	Employees	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector			
Alberta Health Services	UNA	23,500	Mar 10
Government of Manitoba	MGEU	13,500	Mar 10
Universities (Ont.)	Various unions	6,870	May/Jun 10
British Columbia Hydro and Power Authority	Various unions	3,140	Mar 10
Provincial and Territorial Jurisdictions, Private Sector			
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	Apr 10
Construction Sector (Ont.)	Various unions	110,740	Apr 10
Canada Safeway Limited (Alberta)	UFCW	10,725	Mar 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	Apr 10
Lakeside Packers, Division of Lakeside Feeders Ltd.	UFCW Canada	2,100	Dec 09
Leisureworld Inc.	SEIU	2,070	Apr 10
Central Care Corporation	Various unions	1,660	Mar/Apr 10
Maple Leaf Consumer Foods, division of Maple Leaf Foods Inc.	UFCW Canada	1,200	Mar 10

Major Work Stoppages

Involving 500 or more employees, from **January 22 to February 4, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
City of Montréal Montréal, Quebec Canadian Union of Public Employees 5,000 outside employees	Contracting out, work contract and wages	Jan 25/2010 Rotating strike	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Workplace Practices

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

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